

EXHIBIT 1A
2009 EEO Public File Report

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Stations WXIN(TV)/WTTV(TV), Indianapolis, Indiana.

WXIN/WTTV-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Director at 317/632-5900.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (where required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

Full-Time Vacancies Filled During Reporting Period * Denotes hired multiple candidates from a single applicant pool.

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant	Total Number Interviewed (from all Referral Sources)
1	Money Works/Special Projects Prod.	Sources 1 - 30	Source 28	2
2	News Assignment Editor	Sources 1 - 30	Source 28	1
3	Segment Producer	Sources 1 - 30, 33 - 34, 36	Source 28	10
4	AM Producer	Sources 1 - 30	Source 28	4
5	Account Executive - WXIN	Sources 1 - 31, 48	Source 29	7
6	Account Executive - WTTV *	Sources 1 - 31, 48	Source 29	21
7	Account Executive - WTTV *	Sources 1 - 31, 48	Source 28	*
8	AM Writer	Sources 1 - 31	Source 28	4
9	AM Segment Producer	Sources 1 - 30, 36, 48	Source 48	2
10	Web Producer	Sources 1 - 30, 33, 35 - 37, 48	Source 37	4
11	Photographer	Sources 1 - 30, 33 - 35, 37, 50	Source 29	3
12	Technical Director	Sources 1 - 30, 33 - 35, 37, 44, 50	Source 28	3
13	AM Writer	Sources 1 - 30	Source 29	2
14	Manager, Interactive Sales	Sources 1 - 30	Source 48	4
15	Copy Coordinator	Sources 1 - 30, 33	Source 29	2
16	Producer (Bob and Tom)	Sources 1 - 30, 37	Source 29	9
17	News Producer	Sources 1 - 30, 33	Source 29	4
18	Editor (Bob and Tom) *	Sources 1 - 31, 33, 37	Source 48	9
19	Editor/Studio Coordinator *	Sources 1 - 31, 33, 37	Source 28	*
20	Non Linear Editor	Sources 1 - 31, 33, 37	Source 48	9
21	Account Executive - WTTV *	Sources 1 - 31, 33, 37	Source 29	24
22	Account Executive - WTTV *	Sources 1 - 31, 33, 37	Source 29	*
23	Master Control Operator	Sources 1 - 30, 38, 40, 48	Source 40	10
24	Master Control Operator *	Sources 1 - 30, 33, 37 - 38, 40, 48	Source 48	12
25	Master Control Operator *	Sources 1 - 30, 33, 37 - 38, 40, 48	Source 29	*
26	Indiana's Marketplace Host/Producer	Sources 1 - 30, 33	Source 28	1
27	Account Executive - WXIN	Sources 1 - 30, 33, 37	Source 28	5
28	Sales Account Coordinator	Sources 1 - 30	Source 28	4
29	News Director	Sources 1 - 30, 45	Source 48	14
30	Content Producer - WXIN	Sources 1 - 31, 33, 37	Source 48	5
31	Content Producer - WTTV	Sources 1 - 31, 33, 37, 48	Source 29	12
32	Site Manager	Sources 1 - 30, 33, 37	Source 28	8

Total number of persons interviewed during applicable period:

195

Supplemental Recruitment Measures 4/2/08 - 4/1/09

Activity/Description	Date	Staff Participant	Sponsor
<u>Indiana Collegiate Career Fair:</u> Three staff members attended career fair to discuss internship positions with attendees and accept resumes for employment and summer internships.	4/4/08	Human Resources Manager Production Supervisor HR Assistant/Receptionist	IUPUI
<u>Indiana Black Expo Employment Opportunity Fair:</u> One staff member attended Career Fair, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates. Coordinated through the Indiana Broadcasters Association (IBA).	7/17/08	Human Resources Manager	Indiana Black Expo Along with other participating stations, coordinated through IBA.
<u>Unity Conference Expo/Job Fair:</u> Two local staff members attended Conference/Job/Career Fair, discussed broadcast career opportunities with attendees, accepted resumes and met informally with potential candidates.	7/23 - 7/25/08	Human Resources Manager News Director	Unity Conference Exposition National Association of Black Journalists (NABJ)
<u>Ball State Fall Career Fair:</u> Two staff members attended internship fair to discuss internship positions and open positions with attendees and accept resumes.	9/17/08	Production Supervisor News Internship Coordinator	Ball State University
<u>IUPUI Intern Connections Fall Fair 2008:</u> Three staff members attended Career Fair to discuss internship positions for the winter and accepted resumes for current positions.	10/22/08	Human Resources Manager HR Assistant/Receptionist PM-Executive Producer	IUPUI
<u>Indiana Broadcasters Association Job Fair:</u> One staff member attended the Career Fair, discussed broadcast career opportunities and internship positions with attendees, accepted resumes and met informally with potential candidates.	11/19/08 2/7/09	Production Supervisor	Indiana Broadcasters Association
<u>Indiana Broadcasters Foundation Scholarship Program:</u> Donated \$1,500 to scholarship fund, promoted program via on-air community calendar, disseminated applications and participated in evaluation process.	1/30/09	VP/General Manager Human Resources Manager	Indiana Broadcasters Foundation, WXIN/WTTV-TV, along with other participating stations
<u>Kelly School of Business Career Placement Office-Mock Interviews:</u> One staff member participated in an event which provided an opportunity for college students to interview with Companies to gain real life experience and network for internship and career opportunities.	11/18/08	Human Resources Manager	IUPUI - Kelly School of Business
<u>North Central Class Visit:</u> One staff member participated in an event which provided high school students to meet with minority professionals and learn how to prepare for successful careers.	12/5/08	Graphic Artist	North Central High School
<u>Internship Program:</u> College students spend a semester in a position that gives them hands-on experience in their career field. This position is part-time, usually 20 hours per week. 20 - 25 interns per year.	Ongoing	Human Resources Manager Various Department Heads News, Sales, Marketing and Production Personnel	WXIN/WTTV-TV
<u>IUPUI Intern Connections Spring Fair 2009:</u> Attended internship fair to discuss internship positions with attendees and accept resumes for employment and summer internships.	1/28/09	Human Resources Manager Local Sales Manager National Sales Manager	IUPUI
<u>Indiana Association of School Broadcasters:</u> One staff member attended High School Broadcasting Competition and Conference at the University of Indianapolis. Participated in Workshop Sessions, Live Radio and Television competitions. Participated as a Judge. Continue to recruit students for future internships and employment for the stations.	3/9/09	Production Supervisor	University of Indianapolis
<u>Center for Leadership Development Role Model/Advisor Experience:</u> One staff member participated in the event which provided an opportunity for high school students and their parents to meet with minority professionals and learn how to prepare for successful careers.	3/22/09	Senior Graphic Artist	Center for Leadership Development

Recruitment Sources

An asterisk (***) denotes those sources that have requested notification of job vacancies pursuant to Section 73.2080(c) of the FCC's 2002 EEO Rule.

Recruitment Source & Contact Information		Total number of Interviewees referred by Source during reporting period	Full-time Positions for which Source was Utilized
1	100 Black Men of Indianapolis, Inc. 3901 North Meridian Street Indianapolis IN 46208 ATTN: Vernice Williams, Program Coordinator (317) 921-1276	0	Positions 1-32
2	American Indian Center of Indiana, Inc. 1026 Shelby Indianapolis IN 46203 ATTN: Nissa Rhoden, Central Indiana Regional Case Manager (317) 917-8000	0	Positions 1-32
3	Anderson University* 1100 East 5th Street, D206 Anderson, IN 46012 (765) 641-4196 ATTN: Carole Hensley, Career Development	0	Positions 1-32
4	Ball State University Lucina Hall 220 Muncie IN 47306 ATTN: Cindy Hershman, Employer Service Assistant (765) 285-2436	0	Positions 1-32
5	Brown College* 1440 Northland Drive Mendota Heights MN 55120 ATTN: Amber Luckie, Career Services Representative (651) 905-3465	0	Positions 1-32
6	Butler University 4600 Sunset Avenue Indianapolis IN 46208 ATTN: Roni Rasberry, Director of Career Services (317) 940-5627	0	Positions 1-32
7	Franklin College 501 East Monroe Street Franklin IN 46131 ATTN: Marty Long, Director of Career Services (317) 738-8801	0	Positions 1-32
8	Hanover College* PO Box 108 Hanover, IN 47243 (812) 866-7126 ATTN: Margaret Krantz, Career Center Director	0	Positions 1-32
9	Illinois Center for Broadcasting* 55 West 22nd Street, Suite 240 Lombard IL 60148 ATTN: Patrick Johnson, Job Placement Director (630) 916-1700	0	Positions 1-32

Recruitment Source & Contact Information	Total number of Interviewees referred by Source during reporting period	Full-time Positions for which Source was Utilized
10 Indiana Broadcaster's Association* 3003 East 98 th Street, Suite 161 Indianapolis IN 46280 ATTN: Courtney Smith (317) 573-0119	0	Positions 1-32
11 Indiana Tech 3500 DePauw Blvd Indianapolis IN 46268 ATTN: Dee Yard (317) 466-2121	0	Positions 1-32
12 Indiana University 625 North Jordan Avenue Bloomington IN 47405 ATTN: Elizabeth Bolyard, Career Development Center (812) 855-1556	0	Positions 1-32
13 Indianapolis Association of Black Journalists* PO Box 441795 Indianapolis IN 46244-1795 ATTN: Michael Dabney, Chapter President (317) 444-2814	0	Positions 1-32
14 Indianapolis Urban League 777 Indiana Ave. Indianapolis IN 46202 ATTN: Brian McDonald, Director of Workforce Development (317) 693-7603	0	Positions 1-32
15 IUPUI - Indiana University/Purdue University, Indianapolis 815 West Michigan Street 3rd Floor Indianapolis IN 46202 ATTN: Tiffany Fox, Career Center (317) 274-2554	0	Positions 1-32
16 Latin Workforce Connection* 3760 Guion Road Indianapolis IN 46222 ATTN: Jenny Sosna, Career Services & Placement (317) 244-7780	0	Positions 1-32
17 Madison County Urban League 1210 West 10th Street Anderson IN 46016 ATTN: Milan Page, Director of Employment (765) 649-7126	0	Positions 1-32
18 Marian College 3200 Cold Spring Road Indianapolis IN 46222-1997 ATTN: Diane Workman, Director, Career Services (317) 955-6000	0	Positions 1-32
19 National Association of Hispanic Journalists 1193 National Press Building Washington DC 20045 ATTN: Michell Viagnoli (202) 662-7145	0	Positions 1-32
20 National Black Media Coalition PO Box 10310 Silver Spring MD 20914-0310 ATTN: Natasha (301) 587-9100	0	Positions 1-32

Recruitment Source & Contact Information	Total number of Interviewees referred by Source during reporting period	Full-time Positions for which Source was Utilized
21 National Society of Hispanic MBAs* Indianapolis CIF, PMB #172 7462 East Fishers Station Fishers IN 46038 ATTN: Steven Ramos, President (317) 566-3953	0	Positions 1-32
22 Ohio & Illinois Centers for Broadcasting* 9000 Sweet Valley Drive Valley View OH 44125 ATTN: Gary James, National Placement Director (216) 447-9117	0	Positions 1-32
23 Specs Howard School of Broadcast Arts* 19900 West Nine Mile Road Southfield MI 48075 ATTN: Nicole LaDouceur, Video Placement Advisor (248) 358-9000	0	Positions 1-32
24 Training, Inc. cindy@traininginc-indy.org	0	Positions 1-32
25 University of Indianapolis* 1400 East Hanna Avenue Indianapolis IN 46227 ATTN: Karen Childres (317) 788-2191	0	Positions 1-32
26 University of Southern Indiana* 8600 University Boulevard Evansville IN 47712 ATTN: Pam Doerter, Career Services & Placement (812) 464-1865	0	Positions 1-32
27 Vincennes University 928 N 3rd St Vincennes IN 47591 ATTN: Doug Young, Chairman of Broadcasting (812) 888-5417	0	Positions 1-32
28 WXIN/WTTV Internal Posting	44	Positions 1-32
29 WXIN Site (FOX59.com)/WTTV Site (indianas4.com)	93	Positions 1-32
30 Tribune Company Posting Includes: Inside Track - 0 interviewees CareerBuilder.com - 12 interviewees BlackVoices.com - 0 interviewees	12	Positions 1-32
31 Indianapolis Recorder 2901 N. Tacoma Avenue Indianapolis, IN 46218 ATTN: Sharon Maxey (317) 924-5143	0	Positions 5 - 8, 18 - 22, 30 - 31
32 Medialine (www.medialine.com) P.O. Box 51909 Pacific Grove, CA 93950 ATTN: Mark Shilstone (800) 237-8073	0	Positions 29
33 TV Jobs.com (www.tvjobs.com) Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119	1	Positions 3,10 - 12, 15,17 - 22, 26 - 27, 30 -32

Recruitment Source & Contact Information	Total number of Interviewees referred by Source during reporting period	Full-time Positions for which Source was Utilized
34 TV Spy (www.tvspy.com) 150 West 22nd St., 5th Floor New York, NY 10011 ATTN: Stephen Warley, General Manager (212) 366-4212 x363	0	Positions 3, 11 - 12
35 www.journalismjobs.com	0	Positions 11 - 12
36 www.journalismnext.com	0	Positions 3, 9
37 www.lostremote.com	4	Positions 10-12, 16, 18-22, 24-25, 27, 30-31
38 Indiana Broadcaster's Association Career Fair	2	Positions 4, 23, 26, 29 - 32
39 Indiana Black Expo Employment Opportunity Fair	0	Positions 1, 4, 6 - 7, 14, 16 - 17, 24 - 25
40 South Bend Tribune 225 W. Colfax Avenue South Bend, 46626 (574) 235-6000 ATTN: Mike Dunleavy	1	Positions 23 - 25
41 Lafayette Journal and Courier 217 N. 6th St. Lafayette, IN 47901-1448 (765) 423-5512 ATTN: Kelly Burroughs	0	Positions 12
42 Dayton Daily News 45 South Ludlow Street Dayton, OH 45401-1858 (937) 225-2000 ATTN: Amanda Masey	0	Positions 12
43 Evansville Courier & Press 300 East Walnut Street PO BOX 268 Evansville, IN 47702-0268 (812) 461-1200	0	Positions 12
44 Champaign News Gazette 15 East Main Street Champaign, IL 61820 ATTN: (217) 351-5288	0	Positions 12
45 Rick Gevers & Associates PO Box 577 Zionsville, IN 46077-0577 ATTN: Rick Gevers (317) 769-7900	6	Positions 29
46 Fort Wayne Newspapers 600 West Main St. PO Box 100 Fort Wayne, IN 46801 (260)461-8541 ATTN: Angie Gray	0	Positions 12
47 Unsolicited inquiries; walk in applicants; unknown sources	0	Positions 1-32
48 Employee referral	30	Positions 1-32

Recruitment Source & Contact Information	Total number of Interviewees referred by Source during reporting period	Full-time Positions for which Source was Utilized
49 Spots n Dots april@spotsndots.com Attn: April Causey (888) 884-2630- Phone (740) 422-4825	0	Positions 5 - 7
50 www.craigslist.com	0	Positions 11 - 12
51 www.newsblues.com	2	Positions 29

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